

May First Proposed By Laws

# Article I - Name, Purpose

## Section 1

The name of the organization shall be Media Jumpstart, Inc. and shall operate with the name May First Movement Technology (shortened below to just May First). The organization is a non-profit membership organization operating legally under the laws of New York State.

## Section 2

May First engages in building movements by advancing the strategic use and collective control of technology for local struggles, global transformation, and emancipation without borders.

## Section 3

The organization operates according to the following values:

- Cooperation, collaboration, and sharing help us contribute to a movement broader than ourselves
- Transparency, openness, and honesty ensure that we are building a democratic organization
- Equality and respect guide us in building with the diversity of people we need to make a difference
- Conviction and discipline provide the strength to continue against overwhelming odds
- Solidarity, mutual aid, and sustainability to ensure we are building new ways to work together
- Humility, openness to criticism, and commitment to conflict resolution create a culture of resilience for our organization and movements

# Article II - Geographic Scope

## Section 4

May First is an international organization and welcomes membership and participation from anyone in any part of the world.

## Section 5

In addition, May First may have a special relationship with other organizations in countries outside the United States, who will be known as network members.

All members who pay dues through a network member are exempt from paying dues to May First, including additional dues for additional services.

Members paying dues through A NETWORK MEMBER SUCH AS Primero de Mayo are guaranteed a level of representation on the board of directors proportional to their level of membership in the organization as a whole.

The details of the relationship may vary each year, and between network members, depending on changing political realities. These details are evaluated and updated every year in a public agreement between the network member and the Board of Directors. The agreement must include:

- A commitment to movement work in both countries based on collaborative strategic thinking uniting all countries toward the common goals of May First, including a description of how the directors representing Primero de Mayo will take part directly in the implementation;
- A financial sum transferred from the network member to May First to contribute to May First goals and financial health with dues collected in Mexico.

The addition or removal of a network member must be approved by the membership and require an update to the by-laws. As of these by-laws, May First has one network member: Primero de Mayo/Enlace Popular based in Mexico.

## **Article III - Commitment to fighting racism, sexism and exploitation**

### **Section 6**

In recognition of the role women and people of color play in movement building and in opposition to the violent effects of white supremacy and patriarchy, May First commits to:

- at least 50% representation of people of color and 50% representation of women on the board of directors;
- at least one woman and one person of color in all major representations of May First in movement events;
- at least one woman or one person of color in leadership of any workgroup or committee.

We recognize as women anyone who identifies as a woman including gender non-conforming individuals.

## **Article IV - Membership**

### **Section 7**

Application for membership shall be open to any individual or organization in any country that supports the purpose statement in Section 2 and the values in Section 3. Continuing membership is contingent upon being up-to-date on membership dues. Those who apply for a membership accept this relation as a public one which may include May First publicly welcoming them and openly promoting their membership.

### **Section 8**

Membership dues are \$25 per year for individuals and \$50 for organizations.

Additional dues may be assessed for additional services as decided by the board of directors. These additional assessments may vary unequally by region and individual member to take into account structural political inequalities and to ensure all members pay what they can afford. For example, members from the global south may pay less than members from the global north, and members from well-financed institutions, in any region, may be assessed a higher rate.

The board of directors make final decisions on assessing dues for additional services.

### **Section 9**

Members are responsible for electing the board of directors and defining the strategic priorities for the board to follow.

## **Article V: Stakeholders**

### **Section 10**

Members in the coop belong to one of three stakeholder groups.

### **Section 11**

Individual members are members who join on their own behalf, whose primary use of services is personal, and who pay the individual member membership rate.

### **Section 12**

Organization members are members who join on behalf of an organization, whose primary use of the service is in support of their organization and who pay the organization membership rate.

### **Section 13**

Workers are members, including both paid staff and volunteers, who provide labor to the organization that is directed by the board of directors. Paid staff shall earn a salary reflecting social justice movement standards as defined by the board via the board-approved staffing policy document.

All workers, paid or volunteer, must be formally hired and may be fired by a five person sub-committee of the board of directors comprised of at least two staff. At least four members must be People of Color and/or women. The sub-committee must evaluate staff annually.

Staff can appeal any sub-committee decision to the full board.

## **Article VI: Membership meetings**

### **Section 14**

Membership meetings are organized by the board of directors and must include at least one annual meeting attended by at least 10% of the membership or 100 members, in which a report on membership numbers and the finances of the organization is presented and members have an opportunity to elect members to the board of directors.

## **Article VII: Board of Directors**

### **Section 15**

Members elect a 21 - 25 member board of directors. Eighty percent of the members of the board are elected at-large by all members of the organization (including workers) with individuals casting one ballot and

organizations casting two ballots. The at-large board members are elected to three year terms with roughly 1/3 elected each year. The remaining 20 percent of members are chosen by the workers for one year terms.

## **Section 16**

The board of directors is responsible for conducting a democratic, participatory membership meeting process that generates input from the membership. Based on this input, the board is responsible for approving the budget, providing strategic direction for the organization, and directing the workers.

## **Section 17**

The Board of Directors shall meet formally at least four times a year according to a schedule it approves.

The Board of Directors will create sub-committees that will meet more frequently than the full board and make operational decisions to ensure the smooth functioning of the organization.